

# MILTON KEYNES CHORALE

## EQUALITY AND DIVERSITY POLICY

This policy was approved by the Board of Trustees on 27<sup>th</sup> March 2019.

Milton Keynes Chorale is a choir that offers membership and provides musical activities for anyone over 16 years of age who demonstrates musical ability to the standard required by the Musical Director at audition.

We want to ensure that membership and activities are open and welcoming to everybody entitled to become a member and we will treat all members, volunteers, staff and supporters equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation, class and socio-economic background.

### AIMS

Milton Keynes Chorale aims to:

- promote equality for its members and potential members in access to membership and musical activities and opportunities within the membership criteria.
- ensure no member or potential member will receive less favourable treatment or is disadvantaged by the criteria and characteristics set out in the introduction within the membership criteria.
- ensure no individual wishing to volunteer or work for (including on a freelance basis) Milton Keynes Chorale will receive less favourable treatment or is disadvantaged by the criteria and characteristics set out in the aims.

### INCLUSION AND RESPECT

Milton Keynes Chorale values its members, staff, volunteers and supporters and will do all it can to:

- treat them in a respectful manner and ensure they are made to feel equally welcome and included in all activities.
- provide an environment in which the contribution and needs of everyone are fully valued and recognised.

Accordingly, all members, staff volunteers, supporters and those representing Milton Keynes Chorale are expected to treat each other with respect and dignity and ensure activities are welcoming and inclusive for all.

Inappropriate, violent or abusive behaviour or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment, and have no place in Milton Keynes Chorale.

Milton Keynes Chorale will support our members, volunteers, staff and supporters in not tolerating any inappropriate, violent or abusive behaviour from other group members, volunteers, colleagues, other organisations or customers.

## ACCESSIBILITY

Milton Keynes Chorale aims to use venues that are accessible to all for rehearsals, concerts and any other activities or events it undertakes.

## COMPLAINTS

1. If any member, volunteer, staff or supporter feels they have been discriminated against or harassed they should raise it with the Board.
2. The Board will take complaints of discrimination and harassment seriously.
3. The Board will investigate the complaint, listening to all parties involved:
  - If the complaint is against a Board member, that member will not be part of conducting the investigation.
  - If the complaint is against an individual, that individual will have the opportunity to express their point of view in a safe environment and accompanied by a friend.
  - The person making the complaint will have the same opportunity.
4. If a complaint is found against Milton Keynes Chorale, the Board must work to ensure that such discrimination is not repeated in the future, and must inform the members of how they propose to do this.

## EMPLOYMENT PRACTICES

1. Milton Keynes Chorale aims to promote equality and inclusivity as an employer and will ensure that no volunteer, person engaged to provide a service (e.g. freelance) or job/volunteer applicant receives less favourable treatment or is disadvantaged by the characteristics set out in the aims of this policy.
2. Milton Keynes Chorale selects all candidates for interview based only on their skills, qualifications and experience.

## POLICY IMPLEMENTATION AND REVIEW

The Chair of the Board of Trustees and the Membership Secretary are responsible for providing advice and guidance on equality and diversity issues, and to ensure the Equality and Diversity Policy is kept up to date.

The policy will be reviewed every three years by the Board of Trustees.